

# APOLO Workshops Code of Conduct

## Expected Behavior

- All participants, attendees, supporting staff, and vendors are treated with respect and consideration, valuing a diversity of views and opinions.
- Be considerate, respectful, and collaborative.
- Communicate openly with respect for others, critiquing ideas rather than individuals.
- Avoid personal attacks directed toward other attendees, participants, supporting staff, and suppliers/vendors.
- Be mindful of your surroundings and of your fellow participants. Alert supporting staff and/or a member of the Conveners Committee if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue, hotels, contracted facility, or any other venue.

## Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form will not be tolerated.
- Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, supporting staff member, service provider, or other meeting guest.
- Examples of unacceptable behavior include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, supporting staff member, service provider, or other meeting guest.
- Disruption of talks at oral or poster sessions, in the exhibit hall, or at other events organized at the meeting venue, hotels, or other contracted facilities.

## Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- The Conveners (or their designee) or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund.
- The APOLO Committee reserves the right to prohibit attendance at any future meeting.

## Reporting Unacceptable Behavior

- If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify a member of the APOLO Conveners Committee or notify Oleg Dubovik at [oleg.dubovik@univ-lille1.fr](mailto:oleg.dubovik@univ-lille1.fr).
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety is advised to contact local police and security at the conference venue.